

CLICKS

IT RECRUITMENT

1300 CLICKS | www.clicksrecruit.com.au

MELBOURNE

Level 21, 303 Collins Street, Melbourne VIC 3000
+61 3 9963 4888 | vic@clicksrecruit.com.au

SYDNEY

Level 14, 55 Clarence Street, Sydney NSW 2000
+61 2 9200 4444 | nsw@clicksrecruit.com.au

CANBERRA

Level 1, 15 London Circuit, Canberra ACT 2600
+61 2 6202 7700 | act@clicksrecruit.com.au





2012

JOB SEEKERS' CLIMATE REPORT

CLICKS
IT RECRUITMENT

CLICKS
IT RECRUITMENT

INTRODUCTION

To complement our annual IT Recruitment and Retention Report mid-year update, we have produced our fifth survey designed to understand the IT job seeker.

Our primary purpose is to provide a report of this information to organisations that recruit IT staff, so that they better understand the mindset of the IT job seeker and ensure their employment offer is aligned to the market's needs.

The report provides information that can be used to support your retention plans as well as your recruitment strategies.

I look forward to Clicks continuing its relationship with you over the year. Please feel free to contact me at any time if you want an update, or if you need our support with your recruitment activity.

Best wishes

A handwritten signature in blue ink that reads "Ben Wood".

Ben Wood

Managing Director

Level 21, 303 Collins Street, Melbourne VIC 3000

+61 3 9963 4884 | benw@clicksrecruit.com.au

www.clicksrecruit.com.au

WHAT'S DRIVING TRENDS IN THE IT JOB MARKET?

We've surveyed the market to better understand the mindset of IT job seekers in today's climate.

During the final quarter of 2012, we received over 380 responses to our e-survey. The survey was sent to all candidates with whom we have had contact during the previous 12 months. Respondents were located in Victoria, New South Wales, ACT, Queensland, South Australia and Western Australia.

Our respondents are from a broad range of technical and management roles varying from Infrastructure Support, Application Development, Business Analysis, Project Management and General Management roles.

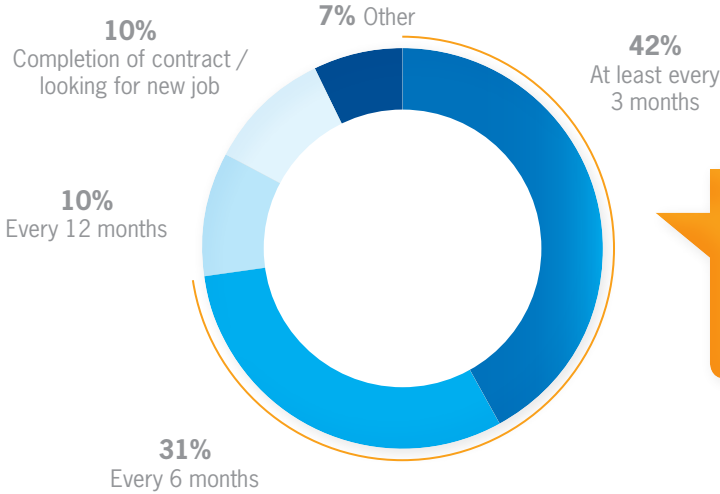
This is the 5th Edition of our IT Job Seekers' Climate Report. It makes comparison to similar data collected 12 months previously.

In summary the data reveals:

- With the proliferation of online profiles and internet search, IT workers have never been so continuously close to the job market as they are today
- 73% of respondents are updating their resume at least every 6 months – a sign that most IT workers prefer to keep close to the job market
- The passive job seeker has become a lot more active – when approached about another opportunity 62% wanted more information
- 49% of hiring decisions are being made after one interview, and in 62% of cases the hiring process is concluded within two weeks
- There has been a sharp increase in redundancies but more people left their jobs voluntarily due to a 'lack of career path'

JOB SEEKING ACTIVITIES: PLANNING

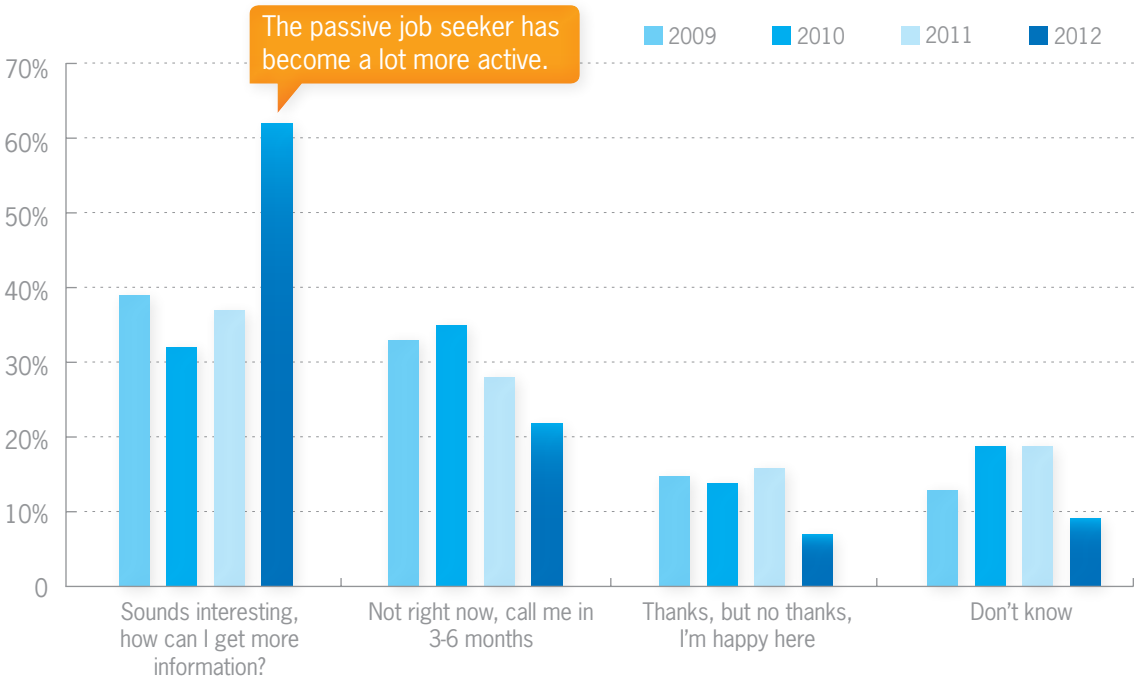
? How often do you update your resume?



The number of respondents updating their resumes **at least every 6 months has increased to 73%** from 68% (and 47% two years ago).

? If you are employed and not actively looking for a new role, but were approached about another opportunity, what would be your natural reaction?

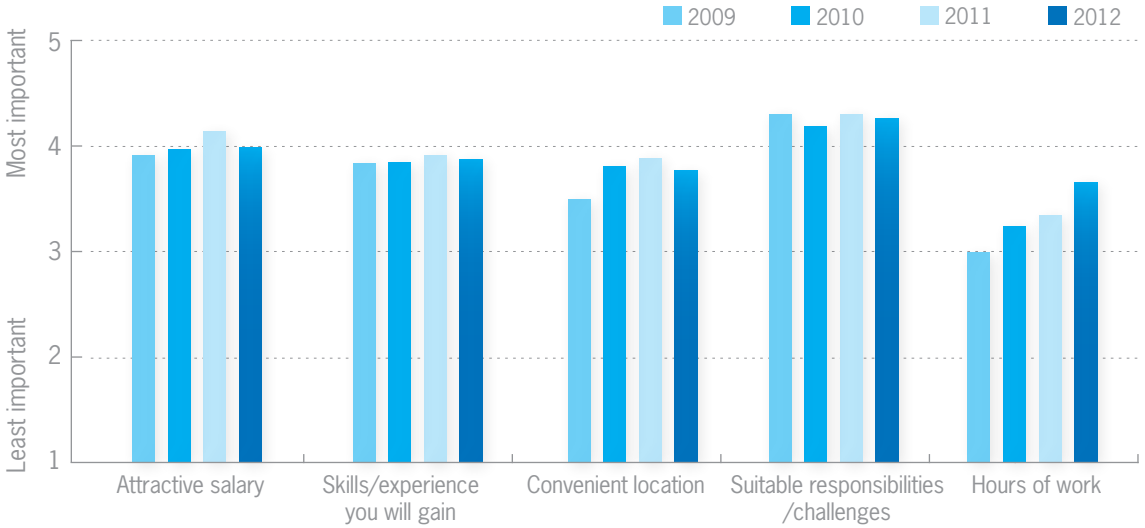
There has been a sharp jump in the willingness of a passive job seeker to pursue an opportunity, and a sharp fall in those saying they are happy to stay where they are. This is a strong indication that the job seeker is feeling more confident about their employment prospects.



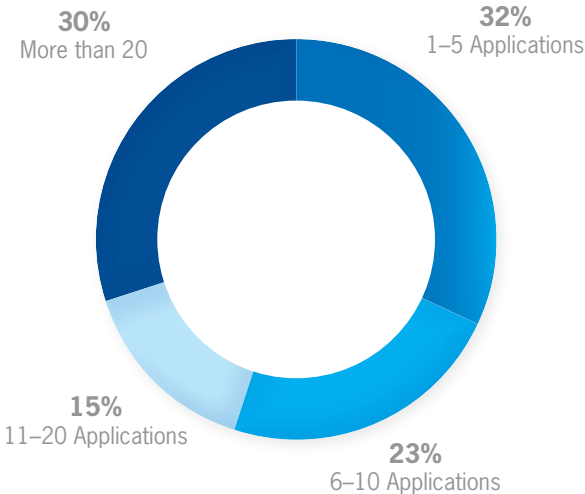
JOB SEEKING ACTIVITIES: SEARCHING

? When reading a job advertisement, what factors will make you decide to apply for that job?

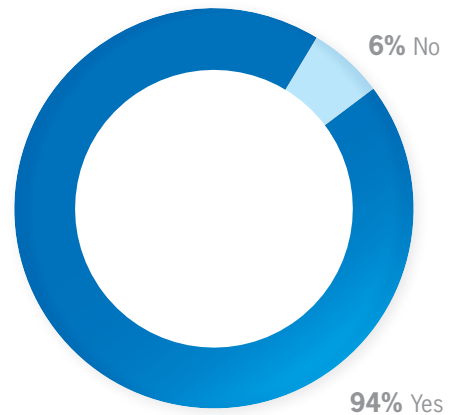
During the last four years of this report, hours of work has steadily increased in importance as a job seeker's decision factor. Either people value a work/life balance more than before, or more people are finding they are working more hours than they used to.



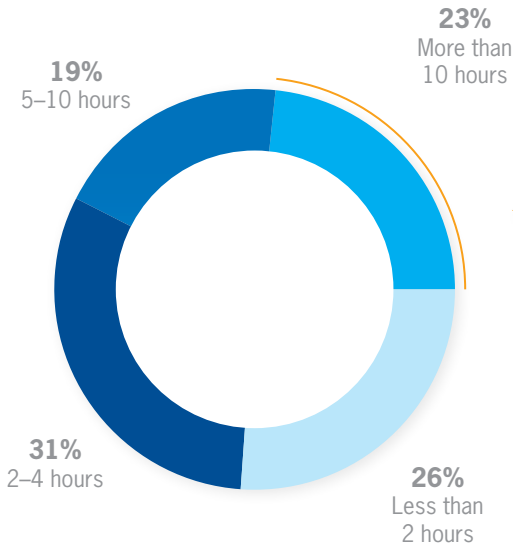
? How many job applications have you submitted in the last 12 months?



? When job seeking, would you apply to positions advertised by employers directly?



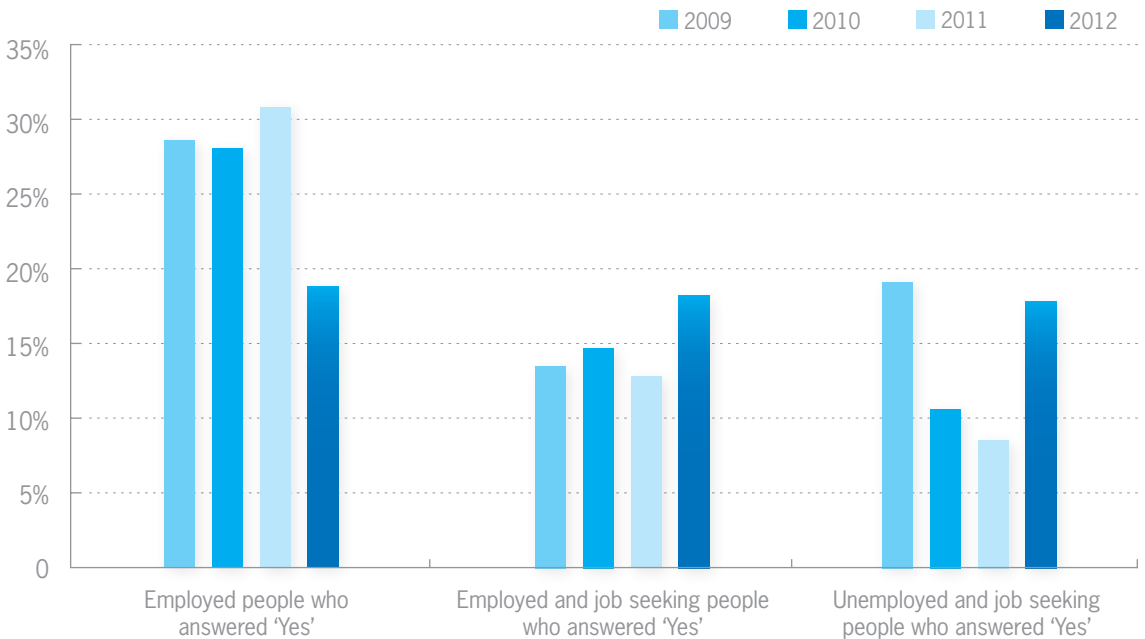
? If you are currently actively job seeking, how many hours per week do you spend on job search related activities? (eg searching, submitting applications, attending interviews etc)



As the market becomes more challenging for job seekers, it is not surprising to find that 23% of respondents are spending more than 10 hours per week on job search activities.

This is compared to 15% 12 months ago.

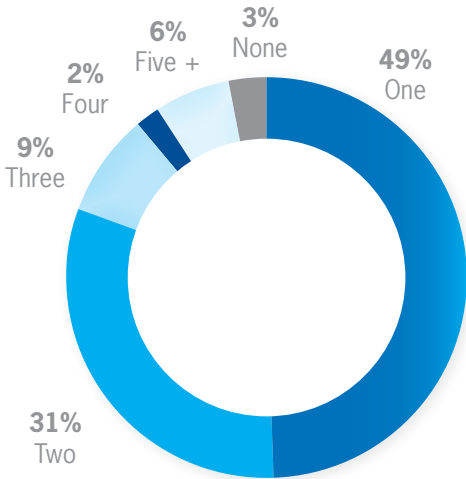
? Would you pro-actively approach employers directly to ask about possible employment opportunities?



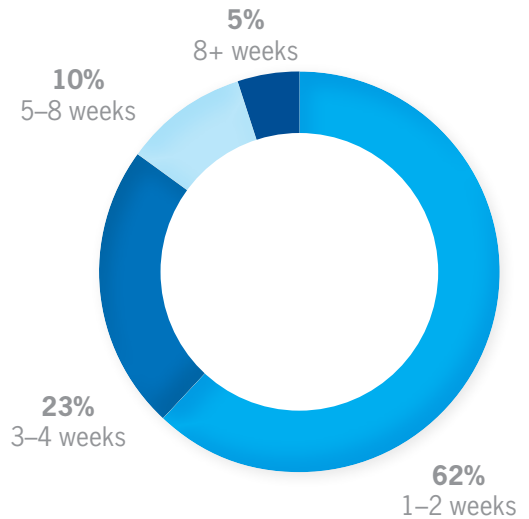
JOB SEEKING ACTIVITIES: INTERVIEWING

49% of hiring decisions are being made after one interview, up from 44% previously. Once an interview has taken place, the recruitment process is concluded within two weeks 62% of the time.

? How many interviews did you attend for your current/last job?



? How long was the process from attending the first interview to receiving the offer of employment?



He has been a positive and constructive member of our team – and is so loved, that his team mates recommended that the IT system he is working on should be named after him.

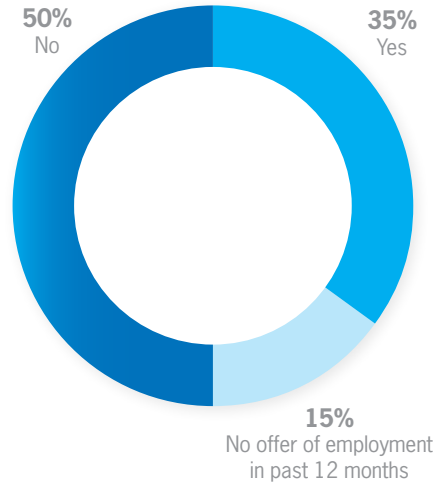
Clicks 'Contractor of the Year' Nomination 2012

JOB SEEKING ACTIVITIES: OFFERS & RESIGNATION

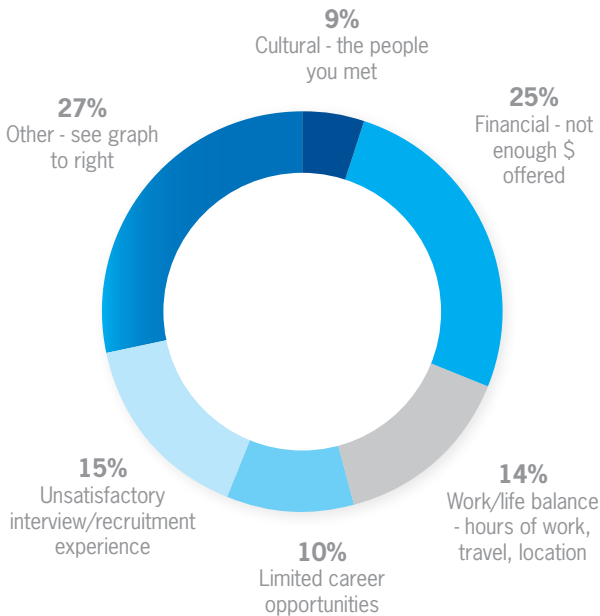
? Have you rejected an offer of employment in the last 12 months?

In a reflection of the tighter job market, the number of people receiving an offer of employment in the last 12 months, and then rejecting it, has fallen from 52% to 41%.

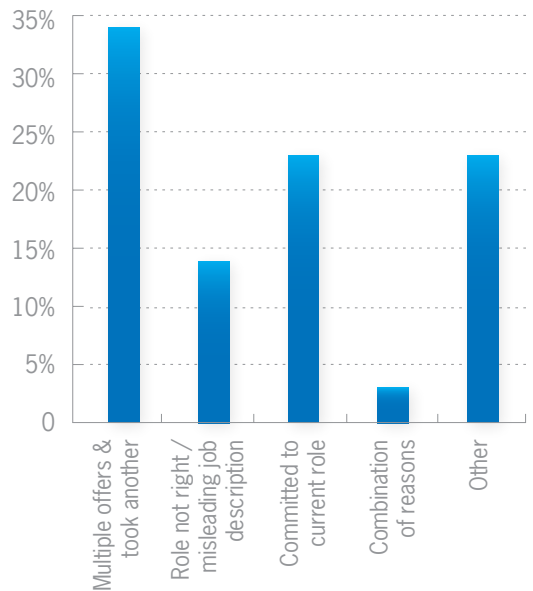
However, of those who did reject an offer, 'work/life balance' was given as the reason by 14% of respondents (down from 19% in 2011 and 25% in 2010).



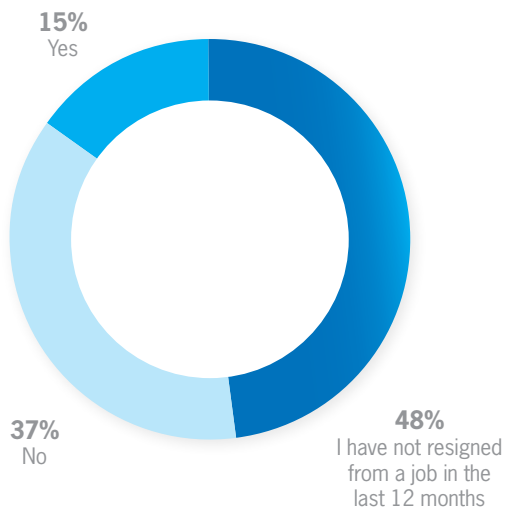
? If yes, what was the main reason for this?



? Other reasons for rejecting an offer of employment...



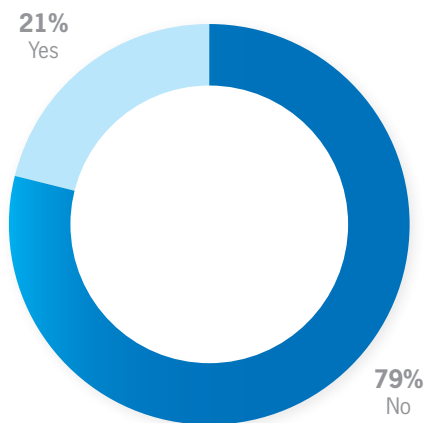
? In the last 12 months, when resigning from a job, have you received a counter-offer from your employer?



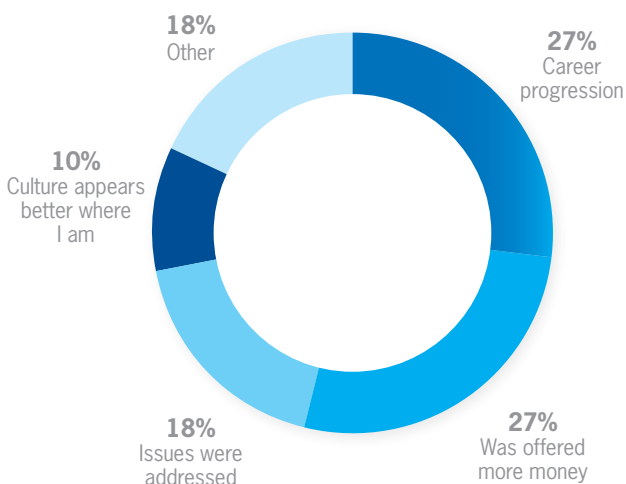
Of those who resigned from a job, about 30% received a counter-offer, similar to last year. Interestingly however, counter-offers have worked better this year with 21% of respondents (up from 5%) accepting.

The most successful tactic was 'more money' with 27% citing this as the reason for staying (up from 21%).

? Did you accept and decide to stay?



? If you did decide to stay, what was the reason?



His innovation and attention to detail have allowed us to take evolutionary and sometimes revolutionary steps forward in our services and products.

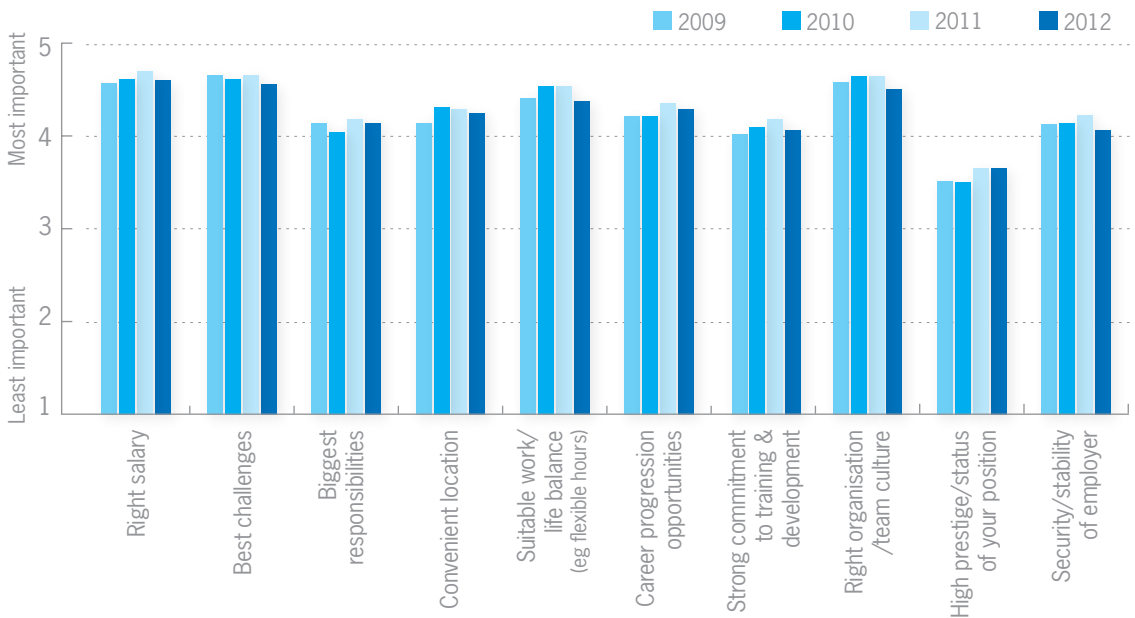
Clicks 'Contractor of the Year' Nomination 2012

EMPLOYMENT

? What is most likely to make you happy with your position?

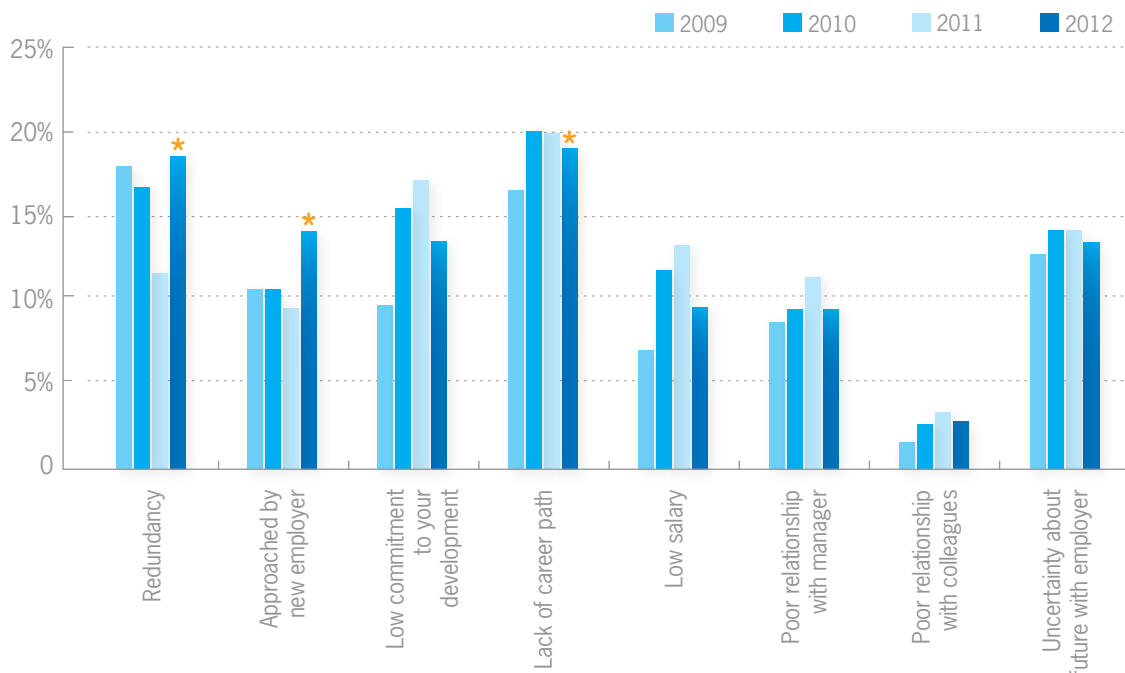
All but one factor is rated lower compared to the prior year.

Are we harder to please, or just less happy?



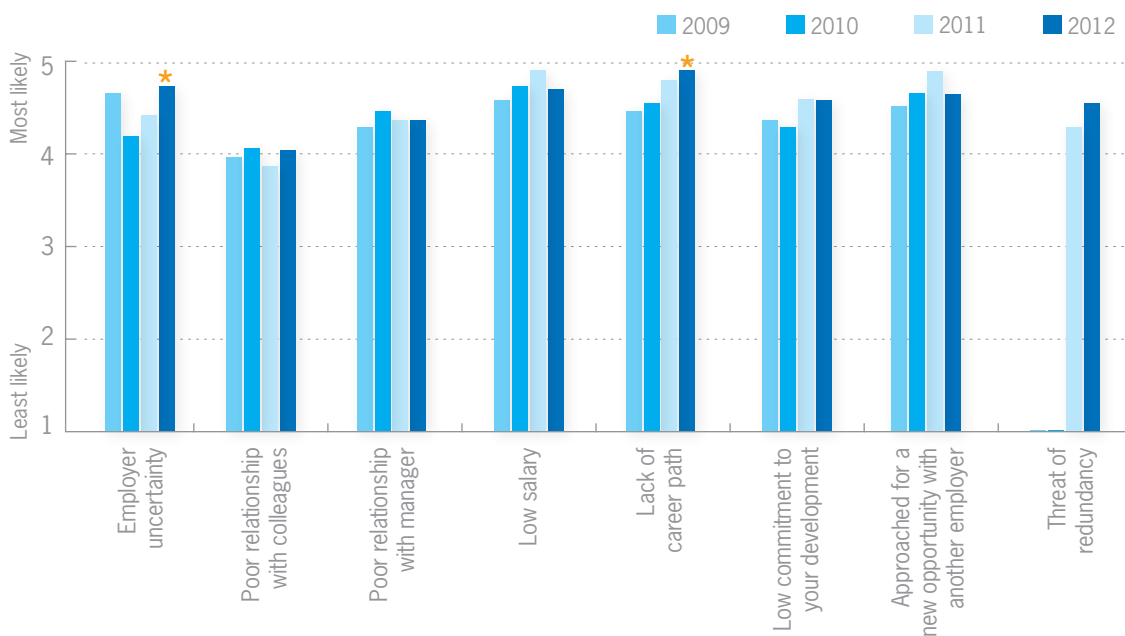
? If you have left your last role within the last 12 months, why did you leave?

* 2012 has seen a sharp increase in redundancies as a reason for leaving, but also being approached by another employer saw a sharp increase. However, overall 'lack of career path' is still the number one reason.



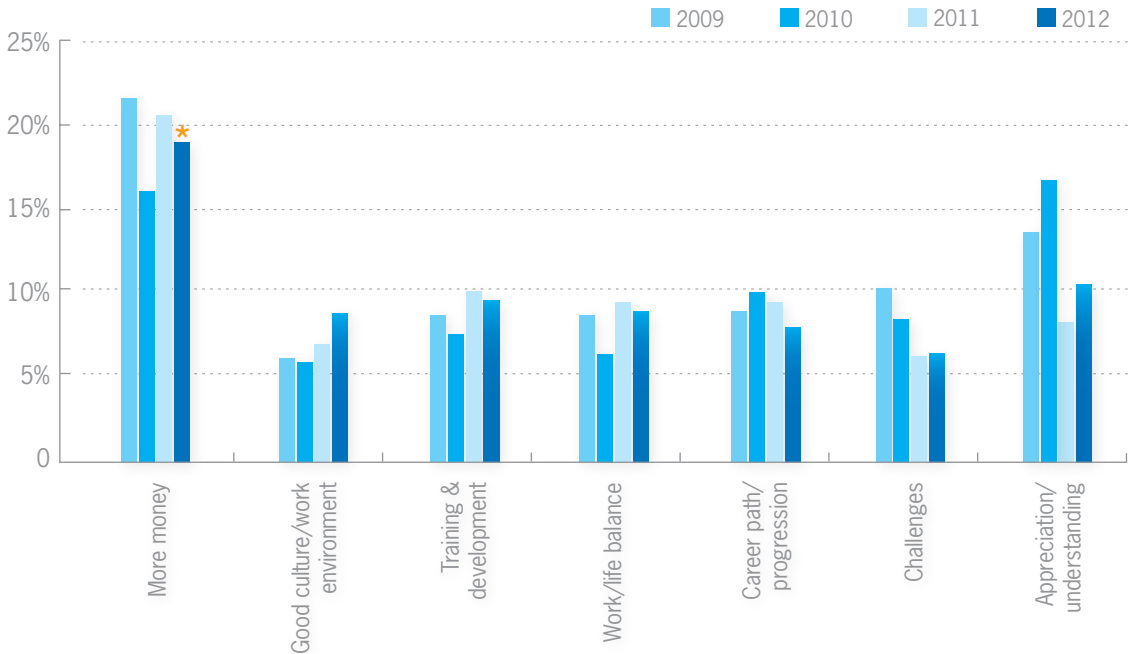
? If you have been with your current employer for more than 12 months, what is most likely to make you start looking for a new job?

* There is more general uncertainty than 12 months ago and more people feeling the likelihood of redundancies. However the number one reason remains a 'lack of career path'.



? My employer would keep me for life if they ...

* The number one reason a person would stay with their employer for life is 'more money'. Hopefully this is a sign of the times with the high cost of living on people's minds, rather than a reflection of what motivates/retains a person.

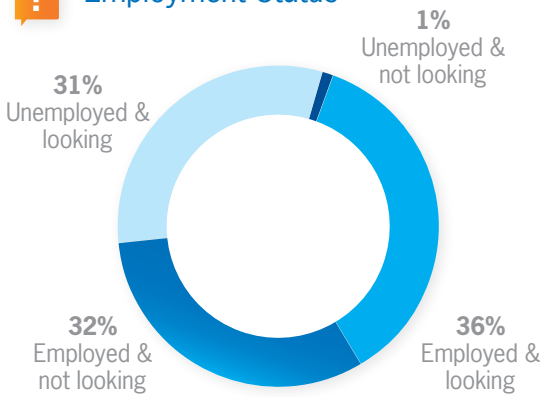


He is an asset to any contracting agency...his dedication, focus and the breadth of experience he brings to our organisation day in day out is a credit to his professional career as well as the agency he is representing.

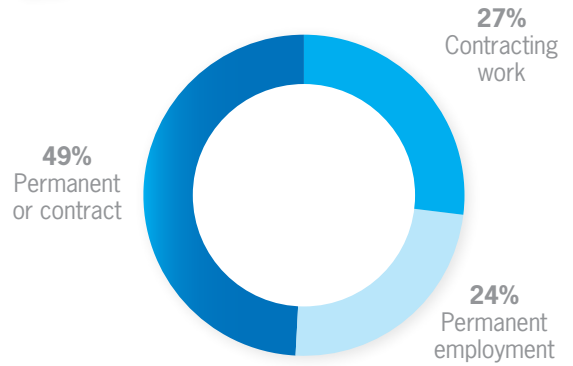
Clicks 'Contractor of the Year' Nomination 2012

ABOUT OUR SAMPLE

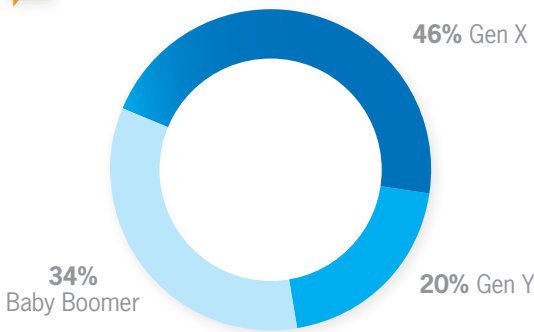
? Employment Status



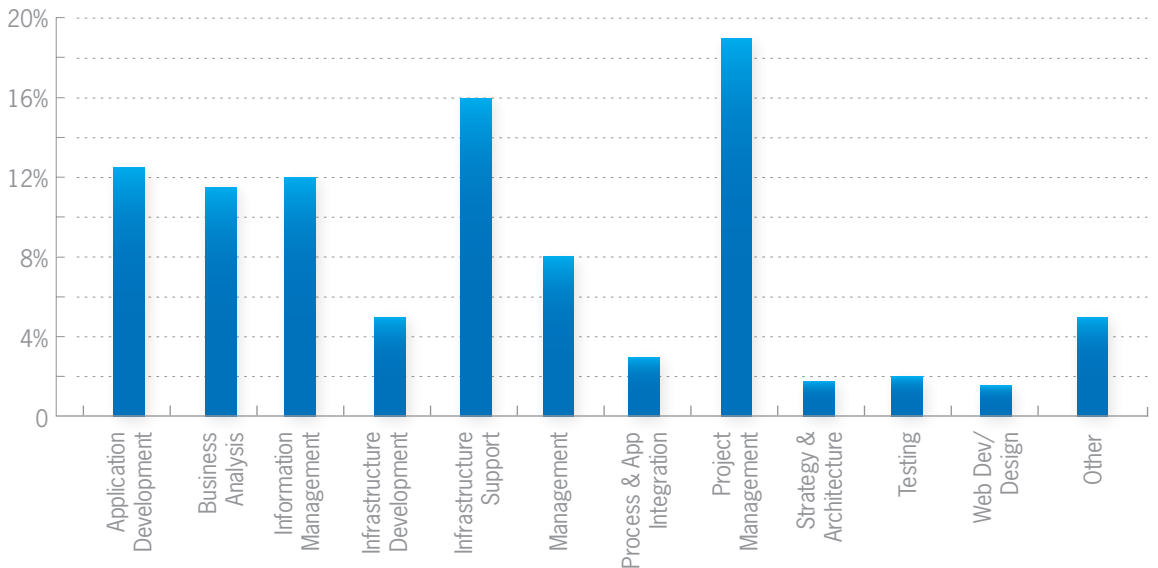
? Employment Type Preference



? What generation do you consider yourself part of?



? What is your primary area of expertise?



WHY CLICKS?

Clicks is a specialist IT recruitment and contracting company that has been established for over 22 years. Here are three reasons why employers and job seekers prefer Clicks:

- 1** We place an IT professional into a new role every hour of every day. Our track record means we find the right solution for the toughest recruitment assignments and job hunts every time.
- 2** Our recruiters have an average of 8 years' recruitment industry experience. The values and culture at Clicks create a continuity of service that strengthens the relationships we build. This long-held knowledge of our customers and high calibre talent is retained within the business, speeding up the recruitment process.
- 3** Clicks has over 70 active Preferred Supplier Agreements across Australia, including Master Vendor to the Victorian Government. This demonstrates the confidence our clients have in us, and allows us to provide the broadest opportunities to job seekers.